

LA-UR-21-20573

Approved for public release; distribution is unlimited.

Title: Riding The Wave

Author(s): Rees, Kellene Marie

Intended for: Email attachment
Web

Issued: 2021-01-22

Disclaimer:

Los Alamos National Laboratory, an affirmative action/equal opportunity employer, is operated by Triad National Security, LLC for the National Nuclear Security Administration of U.S. Department of Energy under contract 89233218CNA000001. By approving this article, the publisher recognizes that the U.S. Government retains nonexclusive, royalty-free license to publish or reproduce the published form of this contribution, or to allow others to do so, for U.S. Government purposes. Los Alamos National Laboratory requests that the publisher identify this article as work performed under the auspices of the U.S. Department of Energy. Los Alamos National Laboratory strongly supports academic freedom and a researcher's right to publish; as an institution, however, the Laboratory does not endorse the viewpoint of a publication or guarantee its technical correctness.

RIDING THE WAVE...

Sometimes it's tough to explain what is going on in your head when you don't understand it yourself.

“Karen Salmansohn

IT HAS BEEN A WILD RIDE! FOR EVERYONE.

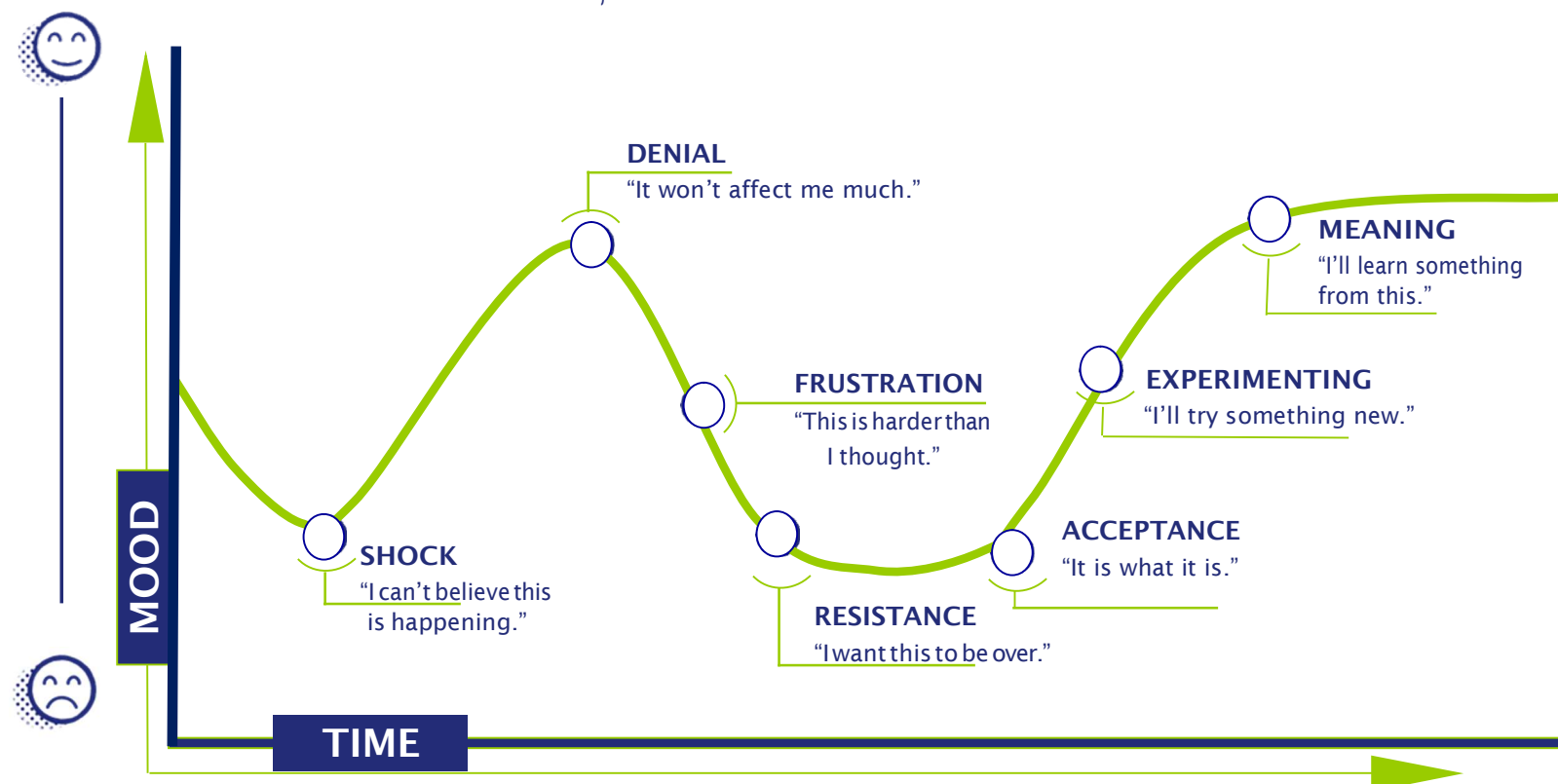
Everything changed drastically, and it happened so fast. Going through times of uncertainty and rapid, unpredictable change can make us feel a lot of different things. Sometimes all at once...

Research (e.g. Kubler-Ross 1997, Kessler 2019) shows that we typically react to change by going through a series of emotions – from up (where we don't know what's coming), to down (as we realize what the change really means), then up again (as we adjust to the 'new normal'). These ups and downs can feel like a wave in a stormy sea.

HOW DIFFICULT IT IS TO RIDE THE WAVE DEPENDS ON A NUMBER OF THINGS:

- How much support we have.
- How much we resist the change vs. adapt.
- How much we have lost and how much we stand to gain.
- Our personality – some of us simply enjoy change more than others.

THE EMOTIONAL STAGES AREN'T LINEAR AND MAY NOT HAPPEN IN THE SAME ORDER FOR EVERYONE AT THE SAME TIME, BUT THEY TEND TO FOLLOW A SIMILAR CURVE:



In this challenging time we have experienced several change curves simultaneously. First, the change curve when you first heard about the Coronavirus, then working from home, HR Transformation, the telework pilot... the list goes on. To complicate matters everyone in your team and family will be at different points on their curve(s).

The upside is, we are all riding this wave together even though our individual feelings may differ from moment to moment.

One advantage that we have is our LANL culture. All of you have shown a remarkable ability to absorb the shock and do whatever is necessary to turn the situation around. This team spirit will help us to ride the wave more easily.

Avoid Pitfalls

COMMON PITFALLS

And how to avoid them

PITFALL

HOW TO AVOID

1 Denying reality

Avoiding the reality of the situation doesn't help get through the curve.

FIND TRUSTED SOURCES
to inform yourself about what is going on.

RECOGNISE THE IMPACT
of the change on others around you.

ACKNOWLEDGE YOUR FEELINGS,
and allow yourself to feel them – even the difficult ones.

2 Thinking you are the only one struggling

"I'm not doing as well as everyone else."

REACH OUT FOR SUPPORT
when you need it, and offer it to others.

KEEP UP WITH CONNECTIONS
take opportunities to socialize with team members and ask how they are

3 Expecting everyone to feel the same

"Why can't you just get over it and get on with things?"

WE ARE ALL AT DIFFERENT PARTS OF THE CURVE
as the situation continues to unfold, events can send people back into the dip.

BE A GOOD LISTENER
all of us might need to vent at times, and that's ok. It might be your turn next.

4 Getting stuck in the dip

difficulty accepting change or adapting to the new "reality."

Work out **WHAT YOU MISS THE MOST** (e.g. alone time) and find small ways to build that into your day.

CONSIDER WHAT'S NEXT,
Things won't always be so difficult.

THINK ABOUT WHAT'S POSSIBLE
and look for the learning opportunities e.g. now is the time to master virtual meetings.

ACCEPT things change and take time to mourn what's lost.

FOCUS OUTSIDE YOURSELF. ASK QUESTIONS LIKE:

- What does this new situation require?
- Who needs support?
- How can I contribute?
- How can I best help my team?



TO SUM IT ALL UP, THIS HAS BEEN

ONE WICKED WAVE

WE'RE RIDING, BUT WE'RE ALL RIDING IT

TOGETHER,

EVEN THOUGH WE MAY BE AT DIFFERENT
PARTS OF THE CURVE.

SO BE KIND TO YOURSELF AND LOOK OUT
FOR YOUR TEAMMATES.

BEST CASE SCENARIO WE ALL

LEARN SOMETHING,

ABOUT OURSELVES, AND EACH OTHER
AND ALL OF US WILL COME OUT AN EVEN

STRONGER, BETTER,

OneHR

SUPPORT FOR RIDING THE WAVE

[Employee Assistance Program](#)

[Self-Care Resources](#)

[Mental Health and Wellbeing](#)

[Covid-19 Hub](#)

[Education and Childcare Resources](#)

Anonymous Helpline: 667-9370
